

City of Detroit

CITY COUNCIL

IRVIN CORLEY, JR.
DIRECTOR
(313) 224-1076

FISCAL ANALYSIS DIVISION
Coleman A. Young Municipal Center
2 Woodward Avenue, Suite 218
Detroit, Michigan 48226
FAX: (313) 224-2783
E-Mail: irvin@cncl.ci.detroit.mi.us

ANNE MARIE LANGAN
DEPUTY DIRECTOR
(313) 224-1078

TO: COUNCIL MEMBERS

FROM: Irvin Corley, Jr., Director *ICJ.*

DATE: April 1, 2008

RE: Resolution Authorizing Recommended General Wage Increase for Certain Unionized Employees **(Recommend Approval) Line Item 127 on Today's Formal Session Agenda, under Internal Operations Standing Committee Section**

The Labor Relations Division requests that your Honorable Body authorize a resolution (first attachment) to amend the 2008-2009 Official Compensation Schedule to grant a 4% general wage increase for 25 collective bargaining units that have settled and ratified their 2005-2008 labor agreements or whose 2005-2008 labor agreements were imposed.

For all of these bargaining units, Council previously approved resolutions in July 2006 to immediately effectuate the 10% wage concession (for one year) and employee benefit concessions to help the City start realizing budget savings from the concessions in the beginning of fiscal year 2006-2007. However, the 4% general wage increase language was omitted from these resolutions. It was not critical to include the wage increase language at the time since the wage increase related to fiscal year 2008-2009.

Therefore, Council needs to approve the attached resolution to grant the 4% general wage increase to civilian employees represented by the 25 unions identified in the Council letter from Labor Relations. The wage increase for these civilian union positions would be effective June 30, 2008 at 11:59 PM.

Council should note that the Mayor is developing the proposed 2008-2009 budget with funds in it to cover an across-the-board general wage increase of 4% for both executive union and non-union civilian employees, and legislative branch non-union appointees.

I recommend approval of the attached resolution.

For council's edification, Labor Relations showing the 31 unions that have settled prepared the second attachment. The third attachment shows the 12 unions that have yet to settle.

Attachments

cc: Council Divisions
Auditor General's Office
Ombudsperson's Office
James J. Tyler, Jr., Human Resources Director
Barbara Wise-Johnson, Labor Relations Director
Norman White, Chief Financial Officer
Pamela Scales, Budget Director
Kerwin Wimberly, Mayor's Office

ICJ:\CORLEY\General Wage Increase for Civilian Union Employees March 2008.doc



CITY OF DETROIT
HUMAN RESOURCES DEPARTMENT
LABOR RELATIONS DIVISION

COLEMAN A. YOUNG
MUNICIPAL CENTER
2 WOODWARD AVE., SUITE 332
DETROIT, MICHIGAN 48226
PHONE (313) 224-3860
FAX (313) 224-0738
WWW.CI.DETROIT.MI.US

March 18, 2008

HONORABLE CITY COUNCIL

RE: Recommended General Wage Increase for Unionized Employees

The Labor Relations Division respectfully requests that your Honorable Body pass a resolution amending the 2008-2009 Official Compensation Schedule by granting a 4% general wage increase, effective June 30, 2008 at 11:59 PM, for the following bargaining units who have settled and ratified their 2005-2008 labor agreements or whose 2005-2008 labor agreements were imposed.

- (1) AFSCME Crossing Guards (1700)
- (2) AFSCME Non-Supervisory (1100 – 1590, 1620 – 1631)
- (3) AFSCME Supervisory (1010-1070, 1090)
- (4) AFSCME Forestry and Landscape Foremen (1080)
- (5) AFSCME Paving Foreperson's (6200, 6300)
- (6) AFSCME Motor City Seasonals (1650)
- (7) Assistant Supervisors of Street Maintenance and Construction (7850)
- (8) Association of Professional Construction Inspectors (2200)
- (9) Building and Construction Trades Council – Non Supervisory (2010 – 2190)
- (10) Building and Construction Trades Council – Foreman (2000)
- (11) Building and Safety Engineering Inspectors – Tripartite (1600, 2280 – 2295)
- (12) DOT Foremen's Association – Chapter 337 (4200)
- (13) Detroit Income Tax Investigators Association (4500)
- (14) Detroit License Investigators Association (4800)
- (15) International Union of Operating Engineers, Local 547 (6000)
- (16) Police Officers Labor Council (Detention Facility Officers) (4220)
- (17) Principal Clerks IUOE, Local 547 (6600)
- (18) Senior Accountants, Analysts, and Appraisers Association (7100)
- (19) SEIU Local 517M, Supervisory (7400)
- (20) SEIU Local 517M, Non-Supervisory (7450 – 7700)
- (21) SEIU Local 517M (Professional and Technical Unit) (7800)
- (22) Supervisor's Chapter of the DOT Foremen's Association (4210)
- (23) UAW - Local 2334 – WWTP Supervisors (7250)
- (24) Utility Workers of America, Local 504 (8900)
- (25) Utility Workers of America, Local 531 (8910)

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,

Barbara Wise-Johnson
Labor Relations Director



BY COUNCIL MEMBER _____:

RESOLVED, that the 2008-2009 Official Compensation Schedule and employee wages be amended according to the foregoing letter and be it further

RESOLVED, that eligible employees in the specified bargaining units shall receive fringe benefit improvements as recommended in accordance with the Schedule A on file with the City Clerk, and be it further

RESOLVED, that the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution and letter.

SCHEDULE A
Fringe Benefit Changes

• **Wages -**

GENERAL WAGE INCREASE:

Effective July 1, 2005	0%	
Effective July 1, 2006	0%	
Effective July 1, 2007	0%	(10% Wage Reduction)
Effective June 30, 2008, 11:59 p.m.	4%	No retroactive amounts shall be attributable to any period between July 1, 2005 and June 30, 2008

2005 - 2008 Labor Contracts

(Non-Act 312 Bargaining Units)

Count	Non- Act 312 Bargaining Units 2005 - 2008 Contracts	Bargaining Unit No.	Contract Resolved	Resolved with 4% Wage Increase June 30, 2008, 11:59 p.m.	Contract Printed	Resolution for Wage Increase Submitted to City Council March 18, 2008	Comments
1	Amalgamated Transit Union (ATU)	1740	X	X	X		Approved by City Council: Approved 6/27/07
2	Building Construction Trades - Foreman	2000	X	X		X	Approved by City Council: Approved 10/2/07
3	Building Construction Trades - Non Supervisory	2010-2190	X	X		X	Approved by City Council: Approved 10/9/07
4	Senior Water Systems Chemists Association	7300	X	X	X		Approved by City Council: Approved 7/27/07
5	Teamsters	8000 - 8430	X	X	X		Approved by City Council: Approved 7/27/07
6	UAW Local 2211 (Professional Attorneys Association)	1800	X	X	X		Approved by City Council: Approved 5/23/07
7	UAW Local 2334 (Sanitary Chemists and Technicians Association)	7200	X	X	X		Approved by City Council: Approved 5/23/07
8	AFSCME Crossing Guards	1700	X	X	N/A	X	
9	AFSCME Forestry and Landscape Foreman	1080	X	X	N/A	X	
10	AFSCME Motor City Seasonals	1650	X	X	N/A	X	
11	AFSCME Non-Supervisory	1100-1590 1620-1631	X	X	N/A	X	
12	AFSCME Paving Foreperson's	6200, 6300	X	X	N/A	X	
13	AFSCME Supervisory	1010-1070 1090	X	X	N/A	X	
14	Assistant Supervisors of Street Maintenance & Construction	7850	X	X		X	
15	Association of Professional Construction Inspectors	2200	X	X		X	
16	Buildings and Safety Inspectors - Tripartite	1600, 2280-2295	X	X		X	
17	Detroit Income Tax Investigators Association	4500	X	X		X	
18	Detroit License Investigators Association	4800	X	X		X	
19	DOT Foreman's Association - Chapter 337	4200	X	X		X	
20	International Union of Operating Engineers - Local 547	6000	X	X		X	
21	International Union of Operating Engineers - Local 547 Principal Clerks Unit	6600	X	X		X	
22	Police Officers Labor Council (Detention Facility Officers)	4220	X	X		X	
23	Police Officers Labor Council (Health Department)	4400	X	No		N/A	Settled after July 1, 2006 - No Wage Increase
24	SEIU Local 517M - Non Supervisory	7450 - 7700	X	X		X	
25	SEIU Local 517M - Professional & Technical Unit	7800	X	X		X	
26	SEIU Local 517M - Supervisory	7400	X	X		X	
27	Senior Accountants, Analysts, & Appraisers	7100	X	X		X	
28	Supervisor Chapter of DOT Foreman's Association	4210	X	X		X	
29	UAW Local 2342 (Wastewater Treatment Plant Supervisors)	7250	X	X		X	
30	Utility Workers of America - Local 504	8900	X	X		X	
31	Utility Workers of America - Local 531	8910	X	X		X	
N/A	Non-Union Employees	9000, 9001, 9003, 9035, 9045, 9065, 9075, 9077, 9085, 9095, 9097, 9099, 9105, 9115, 9125, 9127, 9129, 9133, 9135, 9175, 9185, 9200, 9800	N/A	N/A	N/A	X	

2005 - 2008 Labor Contracts

(Non-Act 312 Bargaining Units)

Count	Non- Act 312 Bargaining Units Contracts Unresolved	Bargaining Unit No.	Contract Resolved	Bargaining Unit Membership Count as of October 31, 2007	Contract Printed		Comments
1	Association of City of Detroit Supervisors	3900		46			
2	Association of Detroit Engineers	3300		148			
3	Association of Municipal Engineers	3400		63			
4	Association of Municipal Inspectors	3350		18			
5	Association of Professional & Technical Employees	0100		220			ULP Filed; Mediation Scheduled April 2008
6	Field Engineers Association - Non-Supervisory	3700		2			
7	Field Engineers Association - Supervisory	3600		4			
8	Park Management Association	6150		9			
9	UAW Local 306 (Civilian Police Investigators)	3510		7			
10	UAW Local 412-Unit 86 (Law Department Paralegals)	1850		9			
11	UAW Local 2200 (Primary Care Physicans)	3500		2			
12	Utility Workers of America - Local 488	8800		44			Fact Finding Postponed 3/27/08 - Union to hold membership ratification meeting.